

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1-18. (Canceled)

19. (Currently amended) A system for workforce procurement and management using a hosted network application, the system comprising:

- at least one web server operable to host applications;
- at least one database in communication with the web server and operable to store data for applications hosted on the web server; and
- a workforce procurement and management application hosted on the at least one web server ~~and operable to store resumes using the at least one database~~, the workforce procurement and management application including a plurality of modules accessible at varying levels to different participants in a hosted workforce procurement and management process, the modules including:
  - a skills fulfillment module providing a requirement function for specifying a plurality of staffing requirements for a project and a settlement function for tracking expenditures on the project;
  - an exchange module comprising a search function for matching ~~a plurality of resumes of~~ a plurality of contractors to the plurality of staffing requirements for the project based on at least one business rule and an associated digital portfolio of each contractor in the plurality of contractors, wherein each of the contractors are made available according to the workforce procurement and management application to be hired for the project based on a match;
  - a resource management module comprising a work journal function for collecting performance information ~~substantially daily~~ about work performed on the project by a

22 hired contractor, the performance information including one or more progress logs submitted by  
23 the hired contractor and one or more entries submitted by coworkers, subordinates, or hiring  
24 managers of the hired contractor, and an updating function for automatically updating the digital  
25 portfolio resume of the hired contractor in response to approval of the collected performance  
26 information with new skill level information obtained on the project for the hired contractor and  
27 one or more new skills obtained on the project by the hired contractor determined from such that  
28 the search function of the exchange module has access to [[a]] current skill, experience, and  
29 review information resume for the hired contractor for matching with an additional staffing  
30 requirement for an additional project before completion of the project, the collected information  
31 ~~capable of including entries submitted by coworkers, subordinates, and other hiring managers of~~  
32 ~~the contractor, the collected information including at least one of new skill level information for~~  
33 ~~the hired contractor obtained on the project and new skills obtained by the hired contractor on the~~  
34 ~~project, such that the resume for the hired contractor remains current with skill, experience, and~~  
35 ~~review information for the hired contractor; and~~  
36 a knowledge management module comprising a reporting function and an  
37 analysis function, the analysis function monitoring an event of the workforce procurement and  
38 management application and the reporting function notifying a participant in the hosted  
39 workforce procurement and management process based on the event.

1 20. (Original) The system of claim 19, wherein the exchange module further  
2 comprises:

3 a sourcing function for specifying sourcing preference and rules for a project; and  
4 a transaction management function for managing a hiring process including  
5 sourcing, interviewing, and negotiation.

1 21. (Previously presented) The system of claim 19, wherein the skills  
2 fulfillment module further comprises:

3 a request for proposal (RFP) function for entering an RFP;  
4 a work order function for documenting terms and conditions of a project;

5 a purchase order function for generating a purchase order in response to an  
6 approved work order;

7 a logistics management function for facilitating the logistical components of a  
8 hiring process including management of blood testing, badging, and facilities;

9 a fulfillment management function for managing the fulfillment of sourcing  
10 requirements, including maintaining a status of sourcing requirements; and

11 a risk management function for facilitating the pre-qualification of a contractor  
12 and a consultant and for monitoring compliance with government rules and regulations.

1 22. (Original) The system of claim 19, wherein the resource management  
2 module further comprises an expense reporting function.

23-24. (Canceled)

1 25. (Previously presented) The system of claim 19, wherein the staffing  
2 requirement includes a list of staffing suppliers, and a list of skills, and wherein the staffing  
3 requirement is generated by the analysis function.

1 26. (Previously presented) The system of claim 19, wherein the different  
2 participants include a contractor who is an individual contingent worker, a client who is an  
3 employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a  
4 staffing supplier who sells a service of finding contingent workers, including finding multiple  
5 contingent workers to staff a project, wherein the different participants have varying levels of  
6 access to the hosted network application based upon attributes, wherein attributes include  
7 personal attributes associated with a participant, and enterprise attributes associated with an  
8 enterprise using the hosted network application.

27-29. (Canceled)

1 30. (Previously presented) The system of claim 21, wherein the work order  
2 function comprises:

3                   generating a work order based upon a successful search for a contractor;  
4                   receiving a review of the work order at one level in order to determine whether to  
5 approve the work order;  
6                   if the work order is not approved, returning the work order to a level below the  
7 level at which it was not approved; and  
8                   collecting data regarding the work order, approval, and failure to approve in the  
9 database, wherein the knowledge management module accesses the collected data.

31-32. (Canceled)

1                   33.     (Previously presented) The system of claim 21, wherein the request for  
2 proposal function comprises:  
3                   receiving a request for proposal including a list of required contingent workers  
4 and their associated skills;  
5                   linking the request for proposal with a project specification that includes data  
6 regarding a project to be staffed;  
7                   generating a search based upon the request for proposal and the project  
8 specification, wherein the search uses the exchange module;  
9                   broadcasting at least part of the request for proposal to publicly accessible  
10 applications;  
11                  receiving responses to the request for proposal; and  
12                  conducting bargaining based upon responses to the request for proposal including  
13 auctions and reverse auctions.

34.     (Canceled)

1                   35.     (Previously presented) The system of claim 19, wherein the analysis  
2 function comprises:  
3                   automatically performing an analysis of at least one report based upon criteria  
4 selected by a participant; and

5 receiving a change of at least one attribute based upon a review of the analysis by  
6 the participant.

1 36. (Original) The system of claim 19, wherein the hosted network  
2 application is hosted on the Internet.

37-40. (Canceled)

1 41. (Currently amended) A method for workforce procurement and  
2 management using a hosted network application, the method comprising:  
3 receiving, into a requirement function from a client, a plurality of staffing  
4 requirements for a project;  
5 matching ~~based on a business rule a plurality of resumes of~~ a plurality of  
6 contractors to the plurality of staffing requirements for the project based on at least one business  
7 rule and an associated digital portfolio of each contractor in the plurality of contractors, wherein  
8 each of the contractors are made available to be hired for the project based on a match; ~~and~~  
9 collecting, into a work journal function, performance information about work  
10 performed on the project by a hired contractor, the performance information including one or  
11 more progress logs submitted by the hired contractor and one or more entries submitted by  
12 coworkers, subordinates, or hiring managers of the hired contractor; and  
13 automatically updating the digital portfolio resume of the hired contractor [[with]]  
14 in response to approval of the collected performance information with new skill level  
15 information obtained on the project for the hired contractor and one or more new skills obtained  
16 on the project by the hired contractor determined from the collected performance information,  
17 whereby the digital portfolio resume includes current information for the contractor for matching  
18 with an additional staffing requirement for an additional project before completion of the project,  
19 ~~the collected performance information capable of including entries submitted by coworkers,~~  
20 ~~subordinates, and other hiring managers of the contractor, the performance information including~~  
21 ~~at least one of new skill level information for the hired contractor obtained on the project and~~

22 ~~new skills obtained by the hired contractor on the project~~, such that the digital portfolio resume  
23 for the hired contractor remains current with skill, experience, and review information for the  
24 hired contractor, ~~the performance information about work performed on the project by the hired~~  
25 ~~contractor being collected substantially daily.~~

1 42. (Previously presented) The method of claim 41, further comprising  
2 receiving a review of the work performed on the project by the hired contractor.

1 43. (Previously presented) The method of claim 41, further comprising  
2 tracking expenditures on the project with a settlement function.

1 44. (Previously presented) The method of claim 41, further comprising  
2 analyzing the performance of the hired contractor and reporting the analysis, the analysis  
3 function monitoring an event of the workforce procurement and management application and the  
4 reporting function notifying a participant in the hosted workforce procurement and management  
5 process based on the event.

1 45. (Previously presented) The method of claim 41, further comprising  
2 reporting expenses incurred on the project.

1 46. (Previously presented) The method of claim 41, wherein the staffing  
2 requirement includes a list of suppliers and skills for the project.

1 47. (Previously presented) The method of claim 41, further comprising:  
2 receiving a sourcing preference and a set of rules for the project; and  
3 managing a hiring process including sourcing, interviewing, and negotiation with  
4 a transaction management function.

1 48. (Previously presented) The method of claim 41, wherein the client is an  
2 employee of an enterprise, a recruiter who sells a service of finding contractors, or a staffing  
3 supplier who sells a service of finding contractors, wherein the different participants have

4 varying levels of access to the hosted network application based upon attributes, wherein  
5 attributes include personal attributes associated with a participant and enterprise attributes  
6 associated with an enterprise using the hosted network application.

1 49. (Previously presented) The method of claim 41, wherein the matching  
2 comprises performing a search for a contingent position based upon criteria entered by a  
3 contractor, wherein the contingent position is associated with the project.

1 50. (Previously presented) The method of claim 41, further comprising:  
2 receiving a request for proposal (RFP) for a specification of the project, including  
3 a list of required contractors and their associated skills;  
4 documenting terms and conditions of a project with a work order function;  
5 generating a purchase order in response to an approved work order with a  
6 purchase order function;  
7 facilitating the logistical components of a hiring process including management of  
8 blood testing, badging, and facilities with a logistics management function;  
9 managing the fulfillment of sourcing requirements, including maintaining a status  
10 of sourcing requirements with a fulfillment management function; and  
11 facilitating the pre-qualification of a contractor and a consultant and for  
12 monitoring compliance with government rules and regulations with a risk management function.

1 51. (Previously presented) The method of claim 50, further comprising:  
2 generating a search based upon the request for proposal and the project  
3 specification;  
4 broadcasting at least part of the request for proposal to publicly accessible  
5 applications;  
6 receiving responses to the request for proposal; and  
7 conducting bargaining based upon responses to the request for proposal including  
8 auctions and reverse auctions.

1                   52.     (Previously presented) The method of claim 41, wherein the collecting of  
2 information into the work journal function comprises:

3                   receiving hours worked by the hired contractor;  
4                   receiving information as to the type of work done by the hired contractor;  
5                   receiving comments regarding work done by the hired contractor; and  
6                   receiving an approval of the work journal information.

1                   53.     (Previously presented) The method of claim 52, further comprising  
2 automatically updating the resume of the hired contractor with data from the approved work  
3 journal.

1                   54.     (Previously presented) The method of claim 41, further comprising:  
2 receiving a plurality of resumes, each for a different contractor; and  
3 matching more than one resume to the staffing requirement for the project.

55.     (Canceled)

1                   56.     (Previously presented) The method of claim 54, wherein the matching  
2 comprises performing a search of the resumes of the contractors based upon the staffing  
3 requirement received from the client.

1                   57.     (Previously presented) The method of claim 56, further comprising:  
2 generating a work order based upon a successful match of a resume;  
3 receiving a review at a first level of the work order to determine whether to  
4 approve the work order;  
5 if the work order is not approved, returning the work order to a level below the  
6 first level; and  
7 collecting data regarding the work order, approval, and failure to approve.

58.     (Canceled)



1                   59.     (Previously presented) The system of claim 19, wherein the search  
2 function comprises:  
3                   performing a search for a contingent position based upon criteria entered by a  
4 contractor, wherein the contingent position is associated with the project.

60-61. (Canceled)

1                   62.     (Previously presented) The system of claim 19, wherein the search  
2 function comprises:  
3                   performing a search of the resumes of the contractors based upon the staffing  
4 requirement of the project.

1                   63.     (Currently amended) A computer readable medium having tangibly stored  
2 thereon a plurality of instructions adapted to direct an information processing device to perform  
3 an operation for workforce procurement and management using a hosted network application,  
4 the operation comprising the steps of:

5                   receiving, into a requirement function from a client, a plurality of staffing  
6 requirements for a project;

7                   ~~matching using a business rule a plurality of resumes of a plurality of contractors~~  
8 to the plurality of staffing requirements for the project based on at least one business rule and an  
9 associated digital portfolio of each contractor in the plurality of contractors, wherein each of the  
10 contractors are made available to be hired for the project based on a match; and

11                  collecting, into a work journal function, performance information about work  
12 performed on the project by a hired contractor , the performance information including one or  
13 more progress logs submitted by the hired contractor and one or more entries submitted by  
14 coworkers, subordinates, or hiring managers of the hired contractor; and

15                  automatically updating the digital portfolio resume of the hired contractor [[with]]  
16 in response to approval of the collected performance information with new skill level  
17 information obtained on the project for the hired contractor and one or more new skills obtained

18 on the project by the hired contractor determined from the collected performance information,  
19 whereby the digital portfolio resume includes current information for the contractor for matching  
20 with an additional staffing requirement for an additional project before completion of the project,  
21 ~~the collected performance information capable of including entries submitted by coworkers,~~  
22 ~~subordinates, and other hiring managers of the contractor, the performance information including~~  
23 ~~at least one of new skill level information for the hired contractor obtained on the project and~~  
24 ~~new skills obtained by the hired contractor on the project~~, such that the digital portfolio resume  
25 for the hired contractor remains current with skill, experience, and review information for the  
26 hired contractor, ~~the performance information about work performed on the project by the hired~~  
27 ~~contractor being collected substantially daily.~~

1                   64.     (Previously presented) The computer readable medium of claim 63,  
2 further comprising receiving a review of the work performed on the project by the hired  
3 contractor.

1                   65.     (Previously presented) The computer readable medium of claim 63,  
2 wherein the collecting of information into the work journal function comprises:  
3                   receiving hours worked by the hired contractor;  
4                   receiving information as to the type of work done by the hired contractor;  
5                   receiving comments regarding work done by the hired contractor; and  
6                   receiving an approval of the work journal information.

66-67. (Canceled)

1                   68.     (Previously presented) The computer readable medium of claim 63,  
2 further comprising:  
3                   receiving a request for proposal (RFP) for a specification of the project, including  
4 a list of required contractors and their associated skills;  
5                   documenting terms and conditions of a project with a work order function;

6                   generating a purchase order in response to an approved work order with a  
7   purchase order function;  
8                   facilitating the logistical components of a hiring process including management of  
9   blood testing, badging, and facilities with a logistics management function;  
10                  managing the fulfillment of sourcing requirements, including maintaining a status  
11   of sourcing requirements with a fulfillment management function; and  
12                  facilitating the pre-qualification of a contractor and a consultant and for  
13   monitoring compliance with government rules and regulations with a risk management function.

69-70. (Canceled)

1                  71.   (Withdrawn) A method for workforce procurement and management  
2   using a hosted network application, the method comprising:  
3                  receiving project requirements for a project;  
4                  modeling a first project team with multiple skill requirements based on the project  
5   requirements;  
6                  modeling a second project team with multiple skill requirements based on the  
7   project requirements;  
8                  receiving a selection of one of the first and second modeled project teams;  
9                  matching a plurality of digital portfolios of a plurality of contractors to the  
10   selected modeled project team, wherein the contractors are made available to be hired for the  
11   project;  
12                  collecting, into a work journal function, information relating about work  
13   performed on the project by contractors hired for the project; and  
14                  automatically updating a digital portfolio of at least one of the hired contractors  
15   with the collected information, such that the digital portfolio for the at least one of the hired  
16   contractors remains current with skill, experience, and review information for the at least one of  
17   the hired contractors.

1                   72.     (Withdrawn) The method of claim 71, wherein the first project team is  
2 modeled for contractors in a different location than contractors in the second project team.

1                   73.     (Withdrawn) The method of claim 71, wherein the first project team is  
2 modeled for a different time period than the second project team.